



## Open with music

### WELCOME - (5 minutes)

#### Begin with Land Acknowledgement

<https://usdac.us/nativeland> or <https://native-land.ca/territory-acknowledgement/>

Sample script, feel free to adapt to your community:

*We are gathered on the unceded land of the ( ) peoples. I ask you to join me in acknowledging the ( ) community, their elders both past and present, as well as future generations. (Name of institution) also acknowledges that it was founded upon exclusions and erasures of many Indigenous peoples, including those on whose land this institution is located. This acknowledgement demonstrates a commitment to beginning the process of working to dismantle the ongoing legacies of settler colonialism.*

Welcome in your own way - what motivated you to pull these TAs together?

Acknowledge the limited time and that this is only the beginning of a larger national conversation. Encourage TAs to use chat as a way to continue the conversations.

### LOGISTICS (2 minutes)

- If needed go over guidelines for online participation (which buttons to use, when to mute etc.)
- Ideally have a graphic facilitator and/or captions, ASL, translation
- Identify someone to monitor the chat
- Ask participants if it is ok to record and share the information with TAG so we can best advocate for TAs

### GUIDELINES (3 minutes)

#### Speaking Order (with Facilitator continuing to reinforce)

##### Speaking Order:

*In practicing Speaking Order, we ask that the floor be turned over to lead from the wisdom of those who have been most "Othered" and who carry the burden of*



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*societal oppressions. **The BIPOC (Black, Indigenous, People of Color) will share first in your groups.***

*We are going to practice shifting the power dynamics today. We will use Speaking Order as a way to reckon with our shared history of imperialism and a white, male ruling class.*

*Speaking Order will ask that anyone who has been granted the most unearned power in society based on factors of race, gender, age, religion, ability, class etc. will let others speak before weighing in.*

*We ask the group to internally self-identify and simply stay mindful throughout our time together of who takes up the most/least airtime in group discussions and decisions.*

*Speaking Order asks that the floor be turned over to lead from the wisdom of those who have been most “Othered” and whom carry the burden of societal oppressions. We acknowledge that there can be discomfort around this ask regardless of your positionality or “situatedness”, but invite this practice as a model for authentic reconciliation and as a path to increase mutual Belonging.*

**Lineage:**

Many indigenous peoples have deep rituals around speaking order. We acknowledge that speaking order is not new and uplift it as a strategy to disrupt patterns of oppression.

## **INTRODUCTIONS (5 minutes)**

- Ask everyone to rename themselves to add their chosen pronoun
- Have presenters provide introductions that include visual descriptions. If you have a small group then invite each person to share their visual description. (*ie, Hi, I’m Miko, I go by she/her, I am a middle aged Asian American woman with shoulder length black and grey hair. I have a big smile and am in front of a zoom background of a forest.*)



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- If a large group, utilize break out rooms for more intimate conversations and then report back

## **CONVERSATION (35 minutes)**

### **Pose these questions:**

- What do you value (about teaching artistry)?
- What are the existing local assets that enable a TA to thrive? How are you managing during the pandemic? To what communities are you accountable to? What communities do you look to for validation of your work?
- What are your biggest challenges?
- What possibilities are emerging?

## **REFLECTION (8 minutes)**

- What did you hear?
- What do you wonder about?
- What will you walk away with?

## **CLOSING (2 minutes)**

### **Ask participants to fill out the [TAG Asset Map](#)**

This helps all of us accurately represent our work to the broader community and potential get jobs for TAs

Share [end survey](#)

**Save the Chat. Share recording of TA Conversation and chat to:**

[director@teachingartistsguild.org](mailto:director@teachingartistsguild.org)

THANK YOU!

This will help us shape a response and actions to advocate for TAs